

Tuesday, March 24, 2020

6:00 p.m. WEBINAR

NO MEETING TO BE HELD AT TF CENTER FOR ACADEMICS & TECHNOLOGY

Please click the link below to join the webinar (PC, Mac, iOS, and Android):

<https://zoom.us/j/939153457>

Or Telephone: US: +1 312 626 6799 Meeting ID: 939 153 457

	I.	Call To Order – Pledge of Allegiance	
	II.	Roll Call	
	III.	Communication A. Freedom of Information Report B. Public Comment – Email to dnewman@tfd215.org by noon on 3.24.20. Board president will read comments.	
	IV.	Superintendent’s Report A. Update on e-learning	
	V.	Future Meetings A. Committee of the Whole: T.B.A.- Postponed B. Regular Meeting: 4.28.2020, 6:00 p.m.	
Action	VI.	Approval of Minutes – Open & Closed A. Regular Meeting: 2.25.2020 B. Committee of the Whole: 3.11.2020 C. Special Meeting 3.11.2020	Exhibit 1
Action	VII.	Old Business	Exhibit 2
Action		A. Policy 4011- Workplace Harassment-2 nd read	Exhibit 3
Action		B. Policy 9010-Board Bylaws 2 nd read C. Workplace Harassment Resolution	Exhibit 4
Action	VIII.	New Business	Exhibit 5
Action		A. Financial Report	Exhibit 6
Action		B. Student Fees & Waivers 2020-21	Exhibit 7
Action		C. IHSA Membership Renewal 2020-21	Exhibit 8
Action		D. Graduation Requirements A.P. History	Exhibit 9
Action		E. Summer Academic Programs 2020 F. Calendar 2020-21 first read	Exhibit 10
	IX.	Closed Session A. Personnel: Employment, Compensation, Discipline, Performance, or Dismissal for Specific Employees B. Pending Litigation C. Collective Bargaining Matters	

		D. Student Discipline	
Action	X.	Personnel Report	Exhibit 11
Action	XI.	Personnel Addendum	Exhibit 12
	XII.	Other Matters	
Action		A. Student Discipline # 816620	
Action		B. Student Discipline # 844719	
Action		C. Student Discipline # 816619	
Action		D. Student Discipline # 898771	
		Adjourn	

PERSONNEL
WORKPLACE HARASSMENT PROHIBITED: 4011

The School District expects the workplace environment to be productive, respectful and free of unlawful **discrimination, including** harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's **actual or perceived** race, **color**, religion, national origin, **ancestry**, sex, sexual orientation, age, citizenship status, disability, **pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's** other protected status identified in Board Policy 4050, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board Policy 5061, *Harassment of Students Prohibited*. The District will take remedial and corrective action to address unlawful workplace harassment including sexual harassment.

Sexual Harassment Prohibited

The School District shall provide a workplace environment free of **verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The district provides annual sexual harassment prevention training in accordance with State law.**

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or, (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment prohibited by this policy includes, **but is not limited to** verbal or physical conduct. The terms intimidating, hostile or offensive include, but are not limited to, **verbal, physical, or other** conduct. **The terms intimidating, hostile, or offensive include, but are not limited to, conduct** that has the effect of humiliation, embarrassment or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Complaint; Enforcement

~~A violation of this policy may result in discipline, up to and including discharge. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge. An employee's employment, compensation or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board Policy 9011, *Uniform Complaint Procedure*).~~

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved persons, who feel comfortable doing so, should directly inform the person engaging in the harassing conduct or ~~communication~~ **communicate** that such conduct or communication is offensive and must stop. ~~Employees should report claims of harassment to the Nondiscrimination Coordinator and/or use the Board Policy 9011, *Uniform Complaint Procedure*. Employees may choose to report to a person of the employee's same sex. There are no express time limits for initiating complaints under this policy; however, every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.~~

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees may also report claims using Board policy 9011, *Uniform Grievance Procedure*. If a claim is reported using Board policy 9011, then the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Mr. John Robinzine

Name
1605 Wentworth Avenue

Address
Calumet City, IL 60409

(708) 585-2378

Telephone

Complaint Managers:

Mr. John Robinzine

Name
1605 Wentworth Avenue

Address

Dr. Rena Whitten

Name
18601 Torrence Avenue

Address

Calumet City, IL 60409

Lansing, IL 60438

(708) 585-2378

Telephone

(708) 585-2312

Telephone

The Superintendent shall also use reasonable measures to inform staff members and applicants of this policy, which shall include reprinting this policy in the appropriate handbooks.

Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. The District shall investigate alleged workplace harassment when the Nondiscrimination Coordinator or a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e., vendor, parent, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board policy 9011, *Uniform Grievance Procedure*), and whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies

are available to assist employees: the Ill. Dept. of Human Rights and the U.S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq., implemented by 29 C.F.R. §1604.11.

Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., implemented by 34 C.F.R. Part 106.

State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).

Ill. Human Rights Act, 775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2.

56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.

Burlington Industries v. Ellerth, 524 U.S. 742 (1998).

Crawford v. Metro. Gov't of Nashville & Davidson County, 555 U.S. 271 (2009).

Faragher v. City of Boca Raton, 524 U.S. 775 (1998).

Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).

Harris v. Forklift Systems, 510 U.S. 17 (1993).

Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).

Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).

Oncale v. Sundowner Offshore Services, 523 U.S. 75 (1998).

Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).

Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).

Vance v. Ball State University, 133 S. Ct. 2434 (2013).

CROSS REF.: 9011 (Uniform Complaint Procedure), 4050 (Equal Employment Opportunity and Minority Recruitment), 5060 (Harassment of Students Prohibited)

REVISED: ~~February 22, 2011~~ March 2020

BYLAWS OF THE BOARD
CODE OF ETHICS AND BEHAVIOR: 9010

For Board of Education Members and Administrators:

The statements and examples of history have long established that no organization can rise above nor remain above the quality of its leadership.

The full realization of the District Mission is not possible without the unanimous and demonstrated commitment of the Board of Education and administrative staff.

This policy is intended to clarify, prior to need, the expectations accepted by the Board of Education and administrative staff to a District Code of Ethics and Behavior. Therefore, relative to

Ethics :

Although each person is expected to exercise personal rights and judgement on all aspects of district operations...

No Board member nor administrator will speak in a manner or with language which demeans or denigrates their colleagues, the District or its students, staff or programs.

No Board member nor administrator shall by word or action betray the confidentiality nor executive privileges relative to provisions of personnel, negotiations, property, or any other aspect so defined by state statute.

No Board member shall let their political activities interfere with their role responsibilities. Students shall not be used in any manner for promoting a political candidate or issue.

Behavior :

Although the personal rights of individuals are not at issue, the public behavior of Board members and /or administrators while representing the District are expected to reflect reasonable judgement in speech, consumption of alcohol, or any other conduct which might harm the effectiveness of the system.

In the unlikely event of a violation of confidentiality on issues so defined by law and policy, the Board of Education shall reserve the right to censure offending Board members and restrict their participation relative to the subject for which censure is given. A similar response may be invoked for inappropriate behavior.

Administrators in violation shall be eligible for a letter of remediation, suspension, or permanent removal from their administrative role in keeping with provisions of due process.

Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act (5 ILCS 430/70-5), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Board President shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. If the allegations concern the President, or the President is a witness or otherwise conflicted, the Vice President shall make the appointment. If the allegations concern both the President and Vice President, and/or they are witnesses or otherwise conflicted, the Board Secretary shall make the appointment. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.: 5 ILCS 430/, State Officials and Employees Ethics Act.
10 ILCS 5/9-25.1, Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Conduct; and Conflict of Interest)

A.

UPDATED 3.25.2020

~~Revised: 12/19/00~~

**RESOLUTION OF THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 215**

RE: PROHIBITION OF SEXUAL HARASSMENT

WHEREAS, Section 10-20 of the School Code (105 ILCS 5/10-20) grants school boards other powers that are not inconsistent with their duties;

WHEREAS, Section 1-5 of the State Officials and Employees Ethics Act (5 ILCS 430/1-5) includes school districts within the definition of a *governmental entity*;

WHEREAS, Section 5-65 of the State Officials and Employees Ethics Act (5 ILCS 430/5-65, added by P.A. 100-554) provides that all persons have a right to work in an environment free from sexual harassment;

WHEREAS, Section 70-5 of the State Officials and Employees Ethics Act (5 ILCS 430/70-5, amended by P.A.s 100-554 and 101-221) requires governmental entities to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment which, at a minimum, includes: (1) a prohibition on sexual harassment; (2) details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under the Act, the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/); (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report; and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official;

THEREFORE, BE IT RESOLVED, by the Board of Education of Thornton Fractional Township High School District 215, Cook County, Illinois, as follows:

Section 1: The Board adopts Board policies 4011, *Workplace Harassment Prohibited*, and 9010, *Code of Ethics and Behavior* attached as Exhibit A, which collectively contain the following: (1) a prohibition on sexual harassment; (2) detail regarding how an individual can report an allegation of sexual harassment, including options for making a confidential report to an immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, a Complaint Manager, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations and a statement regarding the availability of whistleblower protections under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Ill. Human Rights Act; and (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report, and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official.

Section 2: Any prior versions of Board policies 4011, *Workplace Harassment Prohibited*, and 9010, *Code of Ethics and Behavior* adopted by the Board are superseded by this Resolution.

Adopted this __24th__ day of March, 2020.

Attested by: _____ Board President

Attested by: _____ Board Secretary

**Thornton Fractional Township High Schools
District 215
Tuesday, March 24, 2020
Financial Items**

1. Bills

BCBS Health Insurance Claim Payment Report

Date	Fund	Amount
2/14/2020	Education	\$ 8,250.44
3/11/2020	Education	\$ 1,145.56
	Total:	\$ 9,396.00

Recommended Motion:

That the Board of Education approve the health insurance claim payments in the amount of **\$9,396.00**

List of Bills Summary

Fund	Regular Bills	Imprest Bills
Educational	\$ 992,640.99	\$ 19,741.76
Special Education		
Operations and Maintenance	\$ 208,814.65	
Debt Service	\$ 636.00	
Transportation	\$ 200,775.92	
Capital Projects	\$ 14,020.00	
Tort Liability	\$ 4,951.22	\$ 3,423.75
Totals	\$ 1,421,838.78	\$ 23,165.51

Recommended Motion:

That the Board of Education approve the payment of Regular Bills in the amount of **\$1,421,838.78** and Imprest Bills in the amount of **\$23,165.51**

2. Payroll

Monthly Payroll Report

Fund	
Education	\$ 2,752,802.39
Operations Building Maintenance	\$ 170,801.41
Transportation	\$ 1,341.10
Total	\$ 2,924,944.90

Recommended Motion:

That the Board of Education accept the Monthly Payroll Report for the month of February, 2020 in the amount of **\$2,924,944.90** and approve payment for the month of April, 2020.

Recommended Motion:

That the Board of Education approve the above listed contract(s) for the 2019-20 school year.

3. Grants, Gifts and Donations

<u>Company/Club</u>	<u>Purpose/Item</u>	<u>Amount</u>
John D. & Catherine T. MacArthur Foundation and Vicki Glinski-White	Principals Awards Account	\$ 200.00

Recommended Motion:

That the Board of Education accept the above Grant(s)/Donation(s) for the 2019-20 school year.

4. FY 2020 Scool Maintenance Project Grant

Recommended Motion:

That the Board of Education accept the FY 2020 Scool Maintenance Project Grant in the amount of \$50,000 See attached memo.

Thornton Fractional South High School

MEMO

To: Dr. Teresa A. Lance,
Superintendent

From: Jake M. Gourley *JB*

Cc: Charles DiMartino

Date: February 28, 2020

Re: **DONATION**

TF South High School would like to thank The John D. and Catherine T. MacArthur Foundation and Vicki Glinski-White for their generosity, and recommends that the Board of Education accept their donation of \$200 to be awarded to the Principals Award account.

Please be kind enough to place this recommendation before the Board of Education for approval at their next board meeting.

/cc

Attachment(s)



MEMORANDUM

To: Teresa A. Lance, Superintendent
From: Charles DiMartino
Date: March 16, 2020
Subject: Accept a Grant – School Maintenance Project Grant

Recommendation

Accept the School Maintenance Project Grant in the amount of \$50,000.

Background

The School Maintenance Project Grant (SMPG) is a dollar for dollar state matching grant program providing awards up to \$50,000 to grantees exclusively for the maintenance or upkeep of buildings or structures for educational purposes. Applicants shall provide a match from local funds equal to the grant amount requested. In the grant application we proposed to continue asbestos removal work at TF North, estimated at approximately \$110,000.



MEMORANDUM

Date: March 16, 2020
To: Dr. Teresa A. Lance, Superintendent
From: Charles DiMartino
Subject: Student Fees and Fee Waivers for the 2020 - 2021 School Year

Student Fees:

Below are the recommended student fees for the regular 2019-2020 school year.

- a) Textbook Rental fee is **unchanged** at \$125.00. (\$100.00 if paid at book pick-up.)
- b) General and curriculum fee is **unchanged** at \$150.00 per year.
- c) Driver training course fee is **unchanged** at \$275.00.
- d) Senior fee is **unchanged** at \$50.00.
- e) Credit Recovery tuition is **unchanged** at \$140.00 per class.
- f) Summer School Tuition fee is **unchanged** at \$140.00 per class.
- g) Technology Fee is **unchanged** at \$25 per year.
- h) Non-Resident Summer School and Non-Resident Driver Education fees are **unchanged** at twice the resident rate.

Fee Waivers:

School District 215 Policy 3200 (Waiver of Fees) provides that the Board of Education waive fees for textbooks, other instructional materials, driver education, and other fees as required by law, for students eligible under this policy for such waiver. In all cases, there must be a request for waiver, using the ISBE approved form, by the parent or guardian, unless the household is automatically approved based on their eligibility for federal programs such as SNAP, TANF, foster child status, or Medicaid.

In accordance with the law, waivers for qualified students in School District 215 will be limited to the following items, during the regular school year:

- a) Textbooks and workbooks for scheduled classes (Free & Reduced)
- b) General and Curriculum Fee (Free only)
- c) Driver training fees, excluding the Secretary of State permit fees. (Free only)

Students receiving a fee waiver are not exempt from charges for lost and damaged books, locks, materials, supplies, equipment, and any other school owned materials. In addition, school fees do not include charges for purchases of class rings, yearbooks, pictures, etc. Senior fee is non-refundable, regardless of student status on the date of the graduation ceremony.

These and all other non-waived charges will be the responsibility of the parent(s) or guardian(s) of the enrolling student.

If a student withdraws from school before the start of school or is a no-show, no fees will be assessed. Once school begins, assessments or refunds will be prorated by semester.

Thornton Fractional Township High Schools District 215

2020 -2021 Student Fees

Description	Amount	Frequency
Textbook Rental Fee (If paid during scheduled book pick-up)	\$125 \$100	All Students / Per Year
General & Curriculum Fee	\$150	All Students / Per Year
Technology Fee	\$25	All Students / Per Year
Senior Fee	\$50	Seniors Only
Credit Recovery	\$140	Per Course
Summer School Class: Resident	\$140	Per Course
Summer School Class: Non-Resident	\$280	Per Course
Driver Education: Resident	\$275	Class and Range
Driver Education: Non-Resident	\$450	Class and Range
Driver Education: Secretary of State Fee	TBD	Paid Later

Fee Waivers: School District 215 Policy 3200 provides that the Board of Education waive fees for textbooks, other instructional materials, driver education, and other fees as required by law, for students eligible under this policy for such waiver. In all cases, there must be a request for waiver, using the ISBE approved form, by the parent or guardian, unless the household is automatically approved based on their eligibility for federal programs such as SNAP, TANF, foster child status, or Medicaid.

District 215 will provide financial relief to those eligible students, limited to the following items (During Regular School Year only):

1. Textbooks and workbooks for scheduled classes. (Free & Reduced)
2. General & Curriculum Fee (Free Only)
3. Driver Training Fee, excluding State Permit Fee. (Free Only)



Thornton Fractional

HIGH SCHOOL DISTRICT 215

BURNHAM • CALUMET CITY • LANSING • LYNWOOD

MEMORANDUM

To: Dr. Teresa A. Lance, Superintendent
From: Mike Fies, Assistant Superintendent of Teaching & Learning *MF*
Date: March 12, 2020
Subject: Graduation Requirement: AP U.S. History and AP European History

Rationale:

An excerpt from College Board's AP and Equity Access Statement cites that educators should, "make equitable access a guiding principle for their AP programs by giving all willing and academically prepared students the opportunity to participate in AP." Furthermore, they "encourage the elimination of barriers that restrict access to AP for students."

Finally, District 215's Equity statement emphasizes our commitment to "an overall culture of equity where the creation and implementation of policy, the allocations of resources, and **access to opportunity are intentionally aligned to meet the needs of all student groups**, regardless of: race, gender, gender identity, sexual orientation, socio-economic status, ability, home or first language, religion, national origin, immigration status, age, or physical appearance.

Recommendation:

In reviewing our current graduation requirements, AP U.S. History and AP European History can be taken only as an elective course. After researching other local suburban high schools, discussions at Curriculum and Cabinet level meetings, and a review of College Board recommendations, the Department of Teaching and Learning recommends the following effective with the 2020-2021 school year:

- Any student that successfully completes AP U.S. History would meet the graduation requirements for U.S. History.
- Any student that successfully completes AP European History would meet the graduation requirements for World History.
- Successful completion of AP U.S. History and/or AP European History could also be used as an elective credit to meet graduation requirements.



Graduation Requirements: US History & World History

Current Graduation Requirement: All students must take US history in order to graduate. AP US history is considered an elective course and does not fulfill the US history requirement. All students must take World History or AP Human Geography in order to graduate. AP European History is considered an elective course and does not fulfill the World History requirement.

Proposed Graduation Requirement Change: Any student that successfully completes AP US History would meet graduation requirements for US history. Any student that successfully completes AP European History would meet graduation requirements for World History.

College Board Recommendation:

Prerequisites: There are no prerequisites for AP U.S. History or AP European History. Students should be able to read a college-level textbook and write grammatically correct, complete sentences.

Based on the current courses available, a suggested sequence that meets the individual needs of each student could be any of the suggested courses below as well as any course sequence recommended by the counselor based on the Curriculum Guide Course Offerings:

Freshman	Sophomore	Junior	Senior
AP Human Geo	AP Psych/AP Euro (electives)	AP US	Honors Econ/Gov
AP Human Geo	AP US	Honors Econ/Govt	Elective AP Euro
AP Human Geo	Honors US History (HUS) Extra Electives	AP US	Honors Econ/Gov
Honors World History (HWH)	Honors US History or AP Human Geo (elective)	AP US or Honors US	Honors Econ/Gov
World History	US History	Econ/Gov	Electives
World History	Extra Elective (Ex. Art & AP geo)	AP US or Honors US or US AP Euro	Honors Econ/Gov or Econ/Gov
Extra Elective (Ex. Business & World Lang)	AP Human Geo/ World Hist Hon World Hist	AP US or Honors US or US AP Euro	Honors or Regular Econ/Gov
AP Human Geo Or WH/HWH	AP Euro US/HUS	AP US or Honors US or US AP Euro	Econ/Govt Hon Econ/Govt



Thornton Fractional
HIGH SCHOOL DISTRICT 215
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MEMORANDUM

To: Dr. Teresa A. Lance, Superintendent

From: Mike Fies, Assistant Superintendent of Teaching & Learning *mf*

Date: March 12, 2020

Subject: District 215 - 2020 Summer School Programs

Please recommend the Board of Education accept the following 2020 Summer Programs:

- Summer School
- Senior VSA Intersession
- Summer Bridge (incoming 9th grade students)



Thornton Fractional Township H.S. #215 SCHOOL CALENDAR, Year 2020-21

July, 2020							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
			1	2	3	4	
5	6	7	8	9	10	11	
12	13	14	15	16	17	18	
19	20	21	22	23	24	25	
26	27	28	29	30	31		
							Total 0

August, 2020							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
						1	
2	3	4	5	6	7	8	
9	10	11	12	TI	TI	15	
16	(17)	18	19	20	21	22	5
23	24	25	26	27	28	29	6
30	31						Total 11

September, 2020							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
		1	2	3	4	5	4
6	X	8	9	10	11	12	4
13	14	15	16	17	18	19	5
20	21	22	23	24	25	26	5
27	28	29	30				3
							Total 21

New Staff Orientation: Aug. 10 & 11
2nd Year Teacher Orientation: Aug. 11

October, 2020							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
				1	2	3	2
4	5	6	7	FPT	NIA	10	3
11	X	13	14	15	#16	17	4
18	19	20	21	22	23	24	5
25	26	27	28	29	30	31	5
							Total 19

November, 2020							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
1	2	3	4	5	6	7	5
8	9	10	X	12	13	14	4
15	16	17	18	19	20	21	5
22	23	24	NIA	X	NIA	28	2
29	30						1
							Total 17

December, 2020							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
		1	2	3	4	5	4
6	7	8	9	10	11	12	5
13	14	15	*16	*17	*#18	19	5
20	NIA	NIA	NIA	NIA	X	26	
27	NIA	NIA	NIA	NIA			
							Total 14

Parent Teacher Conference: Oct. 8

82 days in semester

January, 2021							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
					X	2	
3	4	5	6	7	8	9	5
10	11	12	13	14	15	16	5
17	X	19	20	21	22	23	4
24	25	26	27	28	29	30	5
31							Total 19

February, 2021							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
	1	2	3	4	5	6	5
7	8	9	10	FPT	NIA	13	3
14	X	16	17	18	19	20	4
21	22	23	24	25	26	27	5
28							
							Total 17

March, 2021							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
	X	2	3	4	5	6	4
7	8	9	10	11	#12	13	5
14	15	16	17	18	19	20	5
21	22	23	24	25	26	27	5
28	29	30	31				3
							Total 22

District Test Day: Jan 15

Parent Teacher Conference: Feb. 11

April, 2021							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
				1	NIA	3	1
4	NIA	NIA	NIA	NIA	NIA	10	0
11	12	13	14	15	16	17	5
18	19	20	21	22	23	24	5
25	26	27	28	29	30		5
							Total 16

May, 2021							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
						1	
2	3	4	5	6	7	8	5
9	10	11	12	13	14	15	5
16	17	18	19	20	21	22	5
23	24	25	*26	*27	*#28	29	5
30	X						Total 20

June, 2021							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
		1	2	3	4	5	
6	7	8	9	10	11	12	
13	14	15	16	17	18	19	
20	21	22	23	24	25	26	
27	28	29	30				
							Total

State Test Day: Apr. 13

Senior Exams: 5/11 and 5/12 Seniors Last Day: 5/12

94 days in semester

Graduation: TFN: 5/18 TFS: 5/19

School Opens.....	8.17.2020
School Closes.....	6.7.2021
Pupil Attendance Days (at least 176).....	176
Proposed Emergency Snow Days	5
Approved Inst./Parent Teacher Days (Limit of 4 Days)	4
TOTAL (185 days or more).....	185

CALENDAR LEGEND:	
Labor Day.....	September 7
Columbus Day.....	October 12
Veterans Day.....	November 11
Thanksgiving Day.....	November 26
Christmas Day.....	December 25
New Year's Day.....	January 1
M.L. King's Birthday.....	January 18
Presidents Day.....	February 15
Casimir Pulaski.....	March 1
Memorial Day.....	May 31

Legal School Holidays	X
Institutes	TI
Not in Attendance	NIA
School Begins	(
School Closes/w Snow Days)	
Half-day Inservice	XHI
Full-day PT Conference	FPT
Holiday Waiver	XH
Semester Exams	*
End of Grading Period	#

ADOPTED:

**PERSONNEL REPORT
MARCH 25, 2020**

- | | |
|--|---|
| 1. It is recommended that the Board of Education approve the retirement of Carrie Brosseau, Custodian at T.F. North, effective June 30, 2020. | EMPLOYEE RETIREMENT
CARRIE BROSSEAU |
| 2. It is recommended that the Board of Education accept the resignation of Stephen Bartak, Social Studies Teacher at T.F. South High School, effective February 24, 2020. | EMPLOYEE RESIGNATION
STEPHEN BARTAK |
| 3. It is recommended that the Board of Education accept the resignation of Dr. Teresa Lance, Superintendent, effective June 30, 2020. | EMPLOYEE RESIGNATION
DR. TERESA LANCE |
| 4. It is recommended that the Board of Education approve the dismissal of Jayde Brooks, probationary Deans' Assistant at T.F. North, effective March 24, 2020. | EMPLOYEE DISMISSAL
JAYDE BROOKS |
| 5. It is recommended that the Board of Education adopt the resolution authorizing the non-renewal of Gwen Flood, a first-year Science Teacher at T.F. North, for the 2020-2021 school term. | NON-RENEWAL OF CONTRACT
GWEN FLOOD |
| 6. It is recommended that the Board of Education adopt the resolution authorizing the non-renewal of Christine Henle, a first-year Math Teacher at T.F. North, for the 2020-2021 school term. | NON-RENEWAL OF CONTRACT
CHRISTINE HENLE |
| 7. It is recommended that the Board of Education approve the discipline of Benjamin Barclay, Custodian at T.F. North, as discussed in closed session. | EMPLOYEE DISCIPLINE
BENJAMIN BARCLAY |
| 8. It is recommended that the Board of Education approve the discipline of Hyrine Owens, Special Education Teacher at T.F. North, as discussed in closed session. | EMPLOYEE DISCIPLINE
HYRINE OWENS |
| 9. It is recommended that the Board of Education approve intermittent FMLA leave for Matthew Jancich, Science Teacher at T.F. South, from December 9, 2020 through the end of the 2019-2020 school term. | FMLA LEAVE (INTERMITTENT)
MATTHEW JANCICH |
| 10. It is recommended that the Board of Education approve intermittent FMLA leave for Clifton Mansker, Dean's Assistant at T.F. Center campuses, from February 21, 2020 through the end of the 2019-2020 school term. | FMLA LEAVE (INTERMITTENT)
CLIFTON MANSKER |
| 11. It is recommended that the Board of Education approve 12 weeks of FMLA leave for Steven Wartman, Building Foreman at T.F. North, from approximately April 6, 2020 through June 30, 2020. | FMLA LEAVE
STEVEN WARTMAN |
| 12. It is recommended that the Board of Education approve the following staff appointments for the second semester of the 2019-2020 Credit Recovery Program:

<u>T.F. Center</u>
<i>Deans' Assistants:</i> Juanita Lopez, Teosha Rolling | CREDIT RECOVERY PROGRAM
STAFF |
| 13. It is recommended that the Board of Education approve the following extra-curricular releases, resignations, and appointments for the 2019-2020 school term:

<u>T.F. North</u>

<u>Appointments:</u>
Ryan Parker, <i>Volunteer Baseball Coach*</i> | EXTRA-CURRICULAR RELEASES,
RESIGNATIONS &
APPOINTMENTS |

**PERSONNEL REPORT
MARCH 25, 2020**

- | | |
|--|----------------------------|
| 14. It is recommended that the Board of Education approve the following Substitute Teachers for the 2019-2020 school term: Brad D. Johnson, Catrina Johnson, James P. Kennedy. | SUBSTITUTE TEACHERS |
| 15. It is recommended that the Board of Education approve the following Volunteers for the 2019-2020 school term: Kenneth Halper. | VOLUNTEERS |